

IMPACT

The IMPACT Program

The Indiana Manpower and Comprehensive Training (IMPACT) Program provides services designed to help recipients of Food Stamps and TANF achieve economic self-sufficiency through

- education
- training,
- job search and
- > job placement activities

The IMPACT program assists participants to meet these goals through an approach that emphasizes job placement and job retention complemented by education and training activities. The participant's movement toward the goal is assisted by IMPACT case management which coordinates an array of services including education, training, job search, job placement, and social services offered by the Indiana Family and Social Services Administration through the Division of Family and Children and local providers.

IMPACT is Indiana's Welfare-to-Work program – a critical component of Indiana's welfare reform initiatives – which places an increasing emphasis on "work first." Work First" means that individuals are expected to accept a job which can be obtained with their existing education and skills.

Waivers from the U.S. Department of Health and Human Services and the U.S. Department of Agriculture provide "work pays" incentives to assist recipients. Financial barriers to moving toward self-sufficiency have been reduced by Indiana's welfare reform initiatives. As an important link in the welfare reform program, IMPACT places an increasing priority on needs of the participants, job retention, and wage gain with a "work first" focus along with a holistic approach to the whole family.

IMPACT is much more than a job training program, however, in that it seeks to address a broad range of barriers that may hinder a client's ability to obtain and maintain employment.

From the time an individual applies for assistance, employment services are available and individuals are asked to begin their job search. For those not able to find a job right away, additional activities are provided. An assessment of the client's strengths and needs is completed and a case manager works with the client to develop an individualized plan for employment. The Self Sufficiency Plan outlines the steps for the client to become self-sufficient.

In addition to job search, the activities could include job readiness activities or an unpaid work experience at an agency. In addition to a work activity, appropriate vocational training or basic education classes might be included on the Self Sufficiency Plan. The plan also includes supportive services such as transportation and child care.

To assist in this endeavor, the program has increased the provider contracts for job search, job readiness, job development, job placement and retention as well as providing services to the whole family and outreach to the faith-based community service providers. Indiana was selected by the National Governors Association as one of seven states to pilot workforce innovations for the incumbent worker in partnership with the

Indiana Department of Workforce Development and the Indiana Economic Development Council.

In Benton County employers, providers, and government have come together to create "Road to Success", a five day self-sufficiency program for IMPACT participants. The local DFC office, the Benton County extension office, Wabash Center, Inc., Wabash Valley Hospital, and local employers help participants set goals to achieve stable employment and money management.

IMPACT Placements

IMPACT contracts with providers across Indiana to implement job search, development and placement activities. Job placements have been successful in Indiana.

State Fiscal Year	Job Placements
1993	3,982
1994	4,665
1995	9,483
1996	19,906
1997	27,349
1998	33,500
1999	25,382
2000	23,216
2001	26,019

IMPACT Activities

Job Search includes telephoning employers, completing job applications, providing resumes, going to interviews, following up on job contacts, job placement services, and job seeking skills training.

Job Readiness includes activities which prepare a participant for work such as learning job coping skills and understanding general workplace expectations. Services may also include family life skills.

Unsubsidized Employment is work for which wages, salaries, commissions or profits are paid and this payment is not subsidized by State or Federal programs.

Community Work Experience (CWEP) is an unpaid work experience in a public or non-profit agency to gain practical work experience.

Job Skills Training is short-term training to gain a specific work-related skill(s) in order to obtain or advance in employment.

Vocational Educational Training is short-term training for a specific vocation, trade, occupation or technical skill.

Educational (Academic) Training may be complete high school, General Education Development (GED) preparation, Adult Basic Education, or English as a Second

Language. (Priority given to academic training if the client is under 20 and has not completed high school or its equivalent).

In Cass County, the El-Tip-Wa Education Center has created a school-to-work job readiness program based on input from the local DFC office, the adult education staff, and IMPACT and eligibility staff. This program is designed especially for TANF recipients and continues to change based on creativity, communication, and commitment. 22 of the 28 graduates of the class have jobs and are without need of TANF.

IMPACT Supportive Services

Transportation:

\$200/month maximum (.15/mi) – TANF \$100/month maximum (.10/mi or \$2.00/day) – FS *mileage justification must be provided for each claim submitted

Covered Services:

- Bus Passes
- Gas Coupons
- Mileage Reimbursement
 - Taxi's
 - Agency provided transportation
 - Individual/participant provided transportation

Clothing:

\$300/year maximum – TANF & FS

Covered Services:

- Clothing
 - Clothing necessary and appropriate for employment or interviewing
 - NO undergarments
- Uniforms
 - Necessary for employment only and required by employer
- > Shoes
 - Necessary and appropriate for employment or interviewing

*NO accessories may be purchased

Vehicle Expenses:

\$750/year maximum – TANF & FS (FS maximum of \$100/month)

Covered Services:

- Minor vehicle repairs <u>only</u> (battery replacement, tire replacement, mufflers, brakes, radiator repair, etc.)
 - Repairs must be necessary to keep vehicle operating

- All repairs require 2 free estimates of repair along with supervisory approval prior to authorization of services. Estimate must include whether value of vehicle exceeds cost of repair.

Services NOT Covered:

- No preventive maintenance services (oil changes, tune-ups, alignments)
- ➤ No insurance premium payments
- No purchase of license plates
- No vehicle down payments/purchases
- No monthly car payments
- No body work
- No diagnostic fees
- ➤ No <u>major</u> transmission/engine repairs or replacements

In a partnership with Adams County, Wells County has developed a Transit Advisory Council. Businesses, social services agencies, medical providers, and transportation providers are all represented on the council, to develop affordable and reliable client transportation.

FaithWorks Indiana

FaithWorks Indiana is an initiative spearheaded by the Governor in November of 1999 to help Hoosiers achieve a better life for themselves and their children. The initiative assists faith-based organizations of all types in providing services to Hoosier families in need in accessing state, federal and private/foundation funding for those services.

FaithWorks is the State of Indiana's proactive implementation of the Charitable Choice provision of The Personal Responsibility and Work Opportunities Act, which reformed welfare and allowed faith-based organizations to become involved in helping families help themselves. FaithWorks Indiana encourages faith-based institutions to help Indiana's working poor achieve a better life for themselves and their families.

Services that may be provided by faith-based organizations (FBOs) include family mentoring, counseling, parenting programs, job search/job readiness assistance, job skill training and GED programs, youth programs (tutoring, after school programs, mentoring) emergency services (food, shelter, clothing, transportation), and child care.

Overseen by the Division of Family and Children, Faith Works Indiana is assisting faith-based organizations in applying for state and federal grant dollars to support new or existing self-sufficiency programs.

FaithWorks Indiana is developing partnerships between government agencies, organizations, businesses and individuals supporting faith-based assistance programs across the state.

FaithWorks Indiana can help FBOs develop and seek funding for almost any service that support low-income families.

FaithWorks Indiana is establishing a statewide Faith Community Support Group that supports congregations and other faith-based groups in helping families succeed.

FaithWorks Indiana is providing technical assistance via the toll-free phone line and onsite to individual faith-based organization and cooperatives interested in serving Hoosier families in need.

In Spring of 2000, the initiative launched an outreach campaign to make faith-based organizations aware if FaithWorks and to assist them with accessing available funding. Interested FBOs were then given in-depth technical assistance to develop services and find the funding to support these services.

More than 400 representatives of FBOs benefited from this technical assistance. Also, in the first year 1,000 representatives of faith communities attended informal meetings across the state to provide input on the direction of FaithWorks Indiana.

On-going partnerships are being developed between Indiana's faith-based community, FSSA's local Offices of Family and Children in all 92 counties, government agencies and traditional social service providers. FaithWorks Indiana provides regular outreach to 9,500 FBOs around the state. These local partnerships provide networks to ensure that Hoosier families are connected to the right resources at the right time, from a trusted community resource.

The FaithWorks Indiana website, www.state.in.us/faithworks, contains current information about FaithWorks Indiana and technical assistance for the faith community. To date, the web site has received more than 2,400 inquiries. Technical assistance is also provided through the toll-free phone line (1-800-599-6043) to individual FBOs and cooperatives interested in serving Hoosier families in need. FaithWorks Indiana has assisted more than 1,000 callers on its toll-free line since the beginning of this initiative.

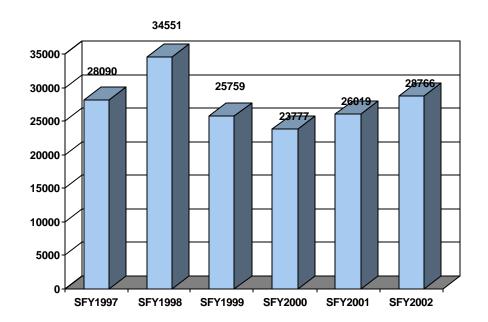
Family Social Services Administration Division of Family and Children

IMPACT Program

Job Placements State Fiscal Years 1997 to 2002*

	Job Placement SFY02	Job Placement SFY01	Job Placement SFY00	Job Placement SFY99	Job Placement SFY98	Job Placement SFY97
July	2,173	2,046	1,842	2,799	2,661	2,352
August	2,644	2,560	2,171	2,940	2,833	2,616
September	2,214	2,368	2,110	2,580	3,172	2,997
October	2,366	2,192	1,973	2,162	3,040	2,793
November	2,137	2,140	1,737	1,732	2,731	2,223
December	1,583	1,616	1,301	1,535	2,410	1,823
January	2,015	1,836	1,811	1,494	2,570	2,026
February	2,166	1,977	1,966	1,774	3,000	2,114
March	2,836	2,621	2,409	2,176	3,190	2,406
April	3,142	2,411	2,195	2,428	3,202	2,776
May	3,173	2,364	2,282	2,074	2,893	2,228
June	2,317	1,888	1,980	2,065	2,849	1,736
Total	28,766	26,019	23,777	25,759	34,551	28,090

Comparison of Job Placements State Fiscal Years 1997 to 2002*



^{*} Source: IMPACT Office Monthly Placement Reports

State of Indiana Family Social Services Administration Division of Family and Children IMPACT Program

Employment Data By Month State Fiscal Years 2002*

		TANF		I	Food Stam	ıps		Total	
	Total Employed	Total Health	Ineligible Due To	Total Employed	Total Health	Ineligible Due To	Total Employed	Total Health	Ineligible Due To
		Benefits	Employment		Benefits	Employment		Benefits	Employment
July	1,371	265	175	802	170	295	2,173	435	470
August	1,624	307	193	1,020	206	303	2,644	513	496
September	1,402	259	211	812	172	254	2,214	431	465
October	1,436	232	182	930	145	314	2,366	377	496
November	1,372	203	135	765	144	245	2,137	347	380
December	947	164	143	636	124	182	1,583	288	325
January	1,212	187	129	803	163	232	2,015	350	361
February	1,202	232	133	964	210	325	2,166	442	458
March	1,656	300	190	1,180	221	395	2,836	521	585
April	1,868	319	248	1,274	257	481	3,142	576	729
May	1,991	315	218	1,182	208	375	3,173	523	593
June	1,491	287	204	826	206	341	2,317	493	545
Total	17,572	3,070	2,161	11,194	2,226	3,742	28,766	5,296	5,903
Monthly Avg	1,464	256	180	933	186	312	2,397	441	492
SFY2001 Total	16,366	3,305	2,081	9,653	2,186	3,322	26,019	5,491	5,403
Monthly Avg	1,364	275	173	804	182	277	2,168	458	450

^{*} Source: IMPACT Office Monthly Placement Reports

Family Social Services Administration

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IMPACT Program

Employment Data By County

State Fiscal Years 2002*

		,	TANF		Food Stamps				Total			
	Total Employed		Ineligible Du To Emp	Average Monthly TANF IMPACT Cases	Total Employed		Ineligible Du To Emp	Average Monthly FS IMPACT Cases	Total Employed		Ineligible Du To Emp	Average Monthly Total IMPACT Cases
East Central												
DEARBORN	109	27	10	9	66	14	9	4	175	41	19	14
DECATUR	30	19	6	5	70	24	17	10	100	43	23	15
DELAWARE	415	26	74	46	370	22	117	53	785	48	191	99
FAYETTE	211	25	2	11	55	2	4	4	266	27	6	15
FRANKLIN	43	4	3	5	21	3	5	3	64	7	8	8
HANCOCK	50	17	10	4	43	8	25	3	93	25	35	6
HENRY	129	17	13	14	93	3	10	15	222	20	23	28
JAY	35	14	18	3	50	20	48	2	85	34	66	5
MADISON	474	19	41	43	255	9	86	20	729	28	127	62
OHIO	12	5	6	0	22	9	22	0	34	14	28	1
RANDOLPH	55	8	3	8	39	1	1	5	94	9	4	13
RIPLEY	37	7	11	3	40	8	14	1	77	15	25	4
RUSH	33	13	3	2	62	24	41	3	95	37	44	5
SHELBY	68	13	3	5	72	18	37	4	140	31	40	9
UNION	22	8	2	0	14	6	6	0	36	14	8	1
WAYNE	206	3	31	21	131	3	42	26	337	6	73	47
Region Total	1,929	225	236	178	1,403	174	484	154	3,332	399	720	332
State Total	17,572	3070	2161	2,215	11194	2226	3742	1,395	28,766	5,296	5,903	3,610

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IMPACT Program Employment Data By County

State Fiscal Years 2002*

		•	TANF			Food Stamps				Total			
	Total Employed	Total Health Ben		Average Monthly TANF IMPACT Cases	Total Employed	Total Health Ben		Average Monthly FS IMPACT Cases	Total Employed	Total Health Ben		Average Monthly Total IMPACT Cases	
North East													
ADAMS	48	1	8	5	72	5	17	6	120	6	25	11	
ALLEN	638	91	100	108	282	35	110	49	920	126	210	157	
BLACKFORD	38	13	6	5	25	4	12	4	63	17	18	9	
DEKALB	45	16	19	3	78	36	36	3	123	52	55	6	
ELKHART	746	335	25	70	453	240	78	42	1,199	575	103	113	
GRANT	318	18	17	35	216	16	21	21	534	34	38	56	
HUNTINGTON	93	17	12	4	137	39	54	6	230	56	66	10	
KOSCIUSKO	31	12	14	1	130	86	99	3	161	98	113	4	
LAGRANGE	24	13	8	1	49	28	15	1	73	41	23	2	
MIAMI	88	25	9	14	29	7	8	4	117	32	17	19	
NOBLE	64	35	20	7	56	23	35	4	120	58	55	11	
STEUBEN	55	29	46	1	66	30	65	2	121	59	111	3	
WABASH	95	40	37	4	44	12	33	3	139	52	70	8	
WELLS	34	10	4	2	37	17	23	3	71	27	27	5	
WHITLEY	34	9	4	2	35	10	18	3	69	19	22	5	
Region Total	2,351	664	329	263	1,709	588	624	155	4,060	1252	953	418	
State Total	17,572	3070	2161	2,215	11194	2226	3742	1,395	28,766	5,296	5,903	3,610	

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	Total Employed	Total Health Ben		Average Monthly TANF IMPACT Cases	Total Employed	Total Health Ben		Average Monthly FS IMPACT Cases	Total Employed	Total Health Ber		Average Monthly Total IMPACT Cases		
North West														
BENTON	15	3	1	1	21	8	11	1	36	11	12	2		
CARROLL	29	9	1	2	27	1	6	2	56	10	7	4		
CASS	169	42	31	8	101	21	21	7	270	63	52	15		
FULTON	42	15	4	3	21	12	8	4	63	27	12	7		
JASPER	94	36	16	5	97	41	43	3	191	77	59	7		
LAKE	2,176	210	219	530	703	66	175	382	2,879	276	394	912		
LAPORTE	465	87	25	46	128	20	42	20	593	107	67	66		
MARSHALL	83	17	11	5	26	5	12	2	109	22	23	8		
NEWTON	52	0	2	7	32	1	12	3	84	1	14	10		
Porter	309	72	25	13	250	63	122	14	559	135	147	26		
PULASKI	50	24	5	2	65	30	12	2	115	54	17	4		
ST JOSEPH	797	97	95	174	419	47	165	87	1,216	144	260	261		
STARKE	39	11	0	3	71	39	21	4	110	50	21	7		
WHITE	65	19	15	6	91	20	42	4	156	39	57	10		
Region Total	4,385	642	450	802	2,052	374	692	536	6,437	1016	1142	1,338		
State Total	17,572	3070	2161	2,215	11194	2226	3742	1,395	28,766	5,296	5,903	3,610		

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		•	TANF			Foo	d Stamps		Total			
	Total Employed	Total Health Ben		Average Monthly TANF IMPACT Cases	Total Employed	Total Health Ben		Average Monthly FS IMPACT Cases	Total Employed	Total Health Ben		Average Monthly Total IMPACT Cases
South East												
BARTHOLOMEW	182	45	27	10	363	112	143	9	545	157	170	20
BROWN	11	1	1	3	14	1	4	2	25	2	5	5
CLARK	187	26	18	14	86	13	36	3	273	39	54	17
CRAWFORD	43	22	12	3	75	27	25	4	118	49	37	7
FLOYD	180	21	0	18	61	10	1	7	241	31	1	24
HARRISON	117	49	7	5	79	32	28	2	196	81	35	8
JACKSON	46	1	5	4	112	12	33	3	158	13	38	8
JEFFERSON	120	22	3	7	130	21	13	4	250	43	16	10
JENNINGS	81	9	23	5	118	19	54	3	199	28	77	7
LAWRENCE	72	20	22	11	103	31	63	8	175	51	85	19
ORANGE	41	18	2	4	78	36	30	6	119	54	32	10
PERRY	98	14	14	3	78	18	36	2	176	32	50	6
SCOTT	128	30	26	11	18	5	3	9	146	35	29	19
SWITZERLAND	31	9	17	2	45	13	29	1	76	22	46	3
WASHINGTON	75	32	8	4	68	20	36	2	143	52	44	7
Region Total	1,412	319	185	103	1,428	370	534	64	2,840	689	719	167
State Total	17,572	3070	2161	2,215	11194	2226	3742	1,395	28,766	5,296	5,903	3,610

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State Fiscal Years 2002*

			TANF			Foo	d Stamps		Total			
	Total Employed	Total Health Ben		Average Monthly TANF IMPACT Cases	Total Employed	Total Health Ben		Average Monthly FS IMPACT Cases		Total Health Ben		Average Monthly Total IMPACT Cases
South West												
CLAY	164	23	10	19	72	8	10	7	236	31	20	26
DAVIESS	99	22	23	13	120	30	39	9	219	52	62	22
DUBOIS	106	47	10	4	107	46	31	1	213	93	41	5
GIBSON	114	26	23	6	111	38	44	4	225	64	67	9
GREENE	67	22	10	5	91	20	41	5	158	42	51	9
KNOX	149	21	25	35	75	13	21	18	224	34	46	53
MARTIN	37	6	6	3	43	11	25	6	80	17	31	8
MONROE	225	22	26	25	230	12	79	14	455	34	105	39
OWEN	131	18	8	7	83	10	16	5	214	28	24	11
PIKE	31	6	6	3	26	7	6	3	57	13	12	6
POSEY	153	20	43	13	53	6	28	2	206	26	71	16
SPENCER	47	13	5	3	38	13	21	3	85	26	26	5
SULLIVAN	125	58	9	5	80	35	22	4	205	93	31	10
VANDERBURGH	1,326	166	126	83	699	65	190	54	2,025	231	316	137
VIGO	603	131	70	52	558	98	127	49	1,161	229	197	101
WARRICK	23	2	5	10	55	13	11	8	78	15	16	17
Region Total	3,400	603	405	285	2,441	425	711	190	5,841	1028	1116	475
State Total	17,572	3070	2161	2,215	11194	2226	3742	1,395	28,766	5,296	5,903	3,610

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	Total Employed	Total Health Ben		Average Monthly TANF IMPACT Cases	Total Employed	Total Health Ben		Average Monthly FS IMPACT Cases	Total Employed	Total Health Ben		Average Monthly Total IMPACT Cases
West Central												
BOONE	54	12	7	7	46	5	7	5	100	17	14	12
CLINTON	90	10	9	8	32	4	12	6	122	14	21	14
FOUNTAIN	61	16	1	2	101	23	11	5	162	39	12	7
HAMILTON	78	6	92	5	46	1	63	4	124	7	155	9
HENDRICKS	52	21	9	2	86	25	34	2	138	46	43	4
HOWARD	483	41	34	31	136	4	56	10	619	45	90	41
JOHNSON	226	22	29	9	75	10	29	4	301	32	58	13
MARION	2,316	312	289	442	1,233	128	266	225	3,549	440	555	667
MONTGOMERY	123	28	6	9	52	7	11	4	175	35	17	12
MORGAN	189	22	24	16	49	7	19	4	238	29	43	20
PARKE	80	37	5	9	38	19	10	2	118	56	15	11
PUTNAM	27	20	6	3	40	21	33	2	67	41	39	6
TIPPECANOE	254	60	35	31	162	26	110	20	416	86	145	51
TIPTON	19	0	0	3	8	0	0	0	27	0	0	3
VERMILLION	34	7	6	4	48	11	26	2	82	18	32	6
WARREN	9	3	4	1	9	4	10	1	18	7	14	2
Region Total	4,095	617	556	582	2,161	295	697	296	6,256	912	1253	878
State Total	17,572	3070	2161	2,215	11194	2226	3742	1,395	28,766	5,296	5,903	3,610